Personal Learning Environments in Human Resource Development

Preconditions, Requirements, Benefits of PLEs

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Overview

1. Brief company portrait
2. e-learning at Festo – the Festo Virtual Academy
3. The ROLE project
4. „From LMS to PLE“
5. Questions & Answers
Think global, act local

- Automation and Didactic
- Factory and process automation
- Sustainable education and training
- 300,000 customers

People: our no. 1 success factor
Festo facts

- Expected Sales 1.7 billion euros
- 13,500 employees in 176 countries
- Over 30,000 catalogue products
- 2,900 patents worldwide
- R&D budget 7.5 % of sales
- Training budget 1.5 % of sales
Innovation starts in the mind

- Learning company
- 1.5% of sales invested in staff training

People: our yardstick for everything

Partnership through communication
e-learning at Festo – the Festo Virtual Academy

- LMS established in the year 2000
- Users: 6859
- Logins per month avg.: 5850
- Contents: 821 – Runtime 1804h
The Virtual Academy – what do we offer at the moment?

- Central Learning Management System at Festo
- Personnel-development / qualification tool
- Learning programmes in different strategic learning categories
- Self-learning and blended-learning concepts
- Centralized content-generation and provision (top-down)
- Support of international strategic qualification programmes
- Support of local training concepts in the international Festo companies
- Accessible via the internet and the Festo-intranet

Learners are Festo-employees who can use the platform for free (and mostly voluntarily)

- More strategically driven than user driven
- “e-learning 1.0“

→ We’d like to develop the Virtual Academy towards a PLE to support the individual learning processes even more and to increase the involvement of our employees...
ROLE Project – Responsive, Open, Learning Environments

**ROLE Vision**
- Empower the learner to build their own responsive learning environment

**Responsiveness**
- Awareness and reflection of own learning process

**User-Centered**
- Individually adapted composition of personal learning environment
Role project

“ROLE’s cross-disciplinary innovations will deliver and test prototypes of high responsive TEL environments, offering breakthrough levels of effectiveness, flexibility, user-control and mass-individualisation.

The work of ROLE will advance the state-of-the-art in human resource management; self-regulated and social learning; psycho-pedagogical theories of adaptive education and educational psychology; service composition and orchestration; and the use of ICT in lifelong learning.”

www.role-project.eu

• Festo is an industrial partner within the Role project with the Virtual Academy as test-bed.

• Within the project, Festo tries to define requirements for PLE in human resource development as well as develop and test services and widgets which will enhance learning processes.
Status Quo Virtual Academy...

Responsive 🙁
Open 🙁
Learning Environment 😊

Room for improvement
“Our“ definition of Personal Learning Environments (PLE)

PLEs are:

• **Customizable**
  Every learner can design his/her „own“ learning environment regarding his/her learning goals, learning styles and individual preferences

• **Individual**
  Through the customization every users‘ PLE is unique and fits their individual learning style

• **Easy to use**
  The interface and the functions are very userfriendly and self-explanatory

• **Supportive**
  The learners are being supported in their individual learning processes and in working with the system

• **Motivating**
  The design, the look&feel, the usage and the functions of the PLE are motivating for the users

• **Exciting**
  The learners should be surprised and excited by the PLE and the offered functions & services
“Our“ definition of Personal Learning Environments (PLE)

How are these attributes realized in the learning environment?

PLEs...
- ... have a customizable user interface (widgets)
- ... offer a “living “set of widgets for the learners to choose from (widget store, -universe, -cloud)
- ... offer recommendations for the learners
- ... preselect and pre-structure relevant learning material
- ... allow the learners to access and integrate several knowledge resources
- ... have an “intelligent” and advanced search engine
- ... have an enhanced user profile
- ... support collaborative learning processes
- ... “trigger” learners to use the system (sharing knowledge, learning recommendations, rate contents)
- ...

This list is not a rating of the features. All features have to be combined to enhance the learning processes.
Special Requirements for PLEs in corporate HR-development

We have to keep in mind that PLEs in corporate HR-development still have to fulfill the training demands which result from the strategic goals of the company

• The job-role of the employee has to be the **core of the user profile**
• It has to be possible to **fix widgets** in the user interface (“must-see widgets”)
• Start Set-up of widgets on the home-site of the learner must be preconfigured **according to the job-role** (no white sheet)
• System given recommendations have to be based on the job-role

• **How wide can a corporate learning platform be opened?**
Integration of external content is ok and appreciated, but outsourcing of internal (confidential) information must be prohibited.
Can all external resources be implemented?
PLEs in corporate HR-development

Can **Personal** Learning Environments be realized on corporate platforms?

Yes, but...

... the company has to have an open learning culture, which enforces life long learning.

... the platform must be accessible from the private computers of the employees.

... the learning environment must be open to also integrate contents that the learners can use in their private life.

... a wide range of various learning widgets must be offered to suit the individual needs of the employees.

...

The result might be something in between PLE and LMS - a PLMS
Possible benefits

• (Self-)Learning with the PLE becomes more and more “natural” for the employees.
• The learning culture is being improved.
• The users have one single point of access for learning contents (professional and private).
• The involvement of the learners will be improved through the individualization of the learning environment.
• Intelligent recommender-systems will support the learners in choosing the “right” learning topics for them.
• Widgets that facilitate user-generated content can be implemented.
• Already existing learning programmes can be linked and enriched with external information resources. (“social bookmarking”)
• Chosen learning topics might reveal hidden competencies of the learners.
• User given learning-recommendations for colleagues are a “marketing-instrument”

But even within a PLE – the learners still have to learn themselves!
Thank you for your kind attention...

Questions? & Answers!